

Lincolnshire County Council

Gender Pay Gap 2023

We had 5,208 employees in scope for the gender pay gap exercise.

At 31st March 2023, 68% of our workforce was female (3,551) and 32% male (1,657).

The mean gender pay gap is the difference between the mean hourly rate of pay for males (£18.07) and females (£17.44).

For 2023, this was 3.5%. This has narrowed by 1.5% from 2022 (5.0%).

The median gender pay gap is the difference between the median hourly rate of pay for males (£16.55) and females (£16.11).

For 2023, this was 2.7%. This has increased by 0.1% from 2022 (2.6%).

We have no bonus payments for 2023 that fall in the gender pay gap category.

Additional information

Quartile	% Males 2023	% Females 2023
Lower	26%	74%
Lower middle	26%	74%
Upper middle	43%	57%
Upper	31%	69%

The percentage of females in the upper quartile has increased by 2% from 2022. The percentage of females in the upper quartile is now higher than the percentage of females in the council.

There has been a 1% increase of females in the upper middle quartile from 2022.

There has been a 2% increase of females in the lower middle quartile from 2022.

There has been a 1% increase of females in the lower quartile from 2022.

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